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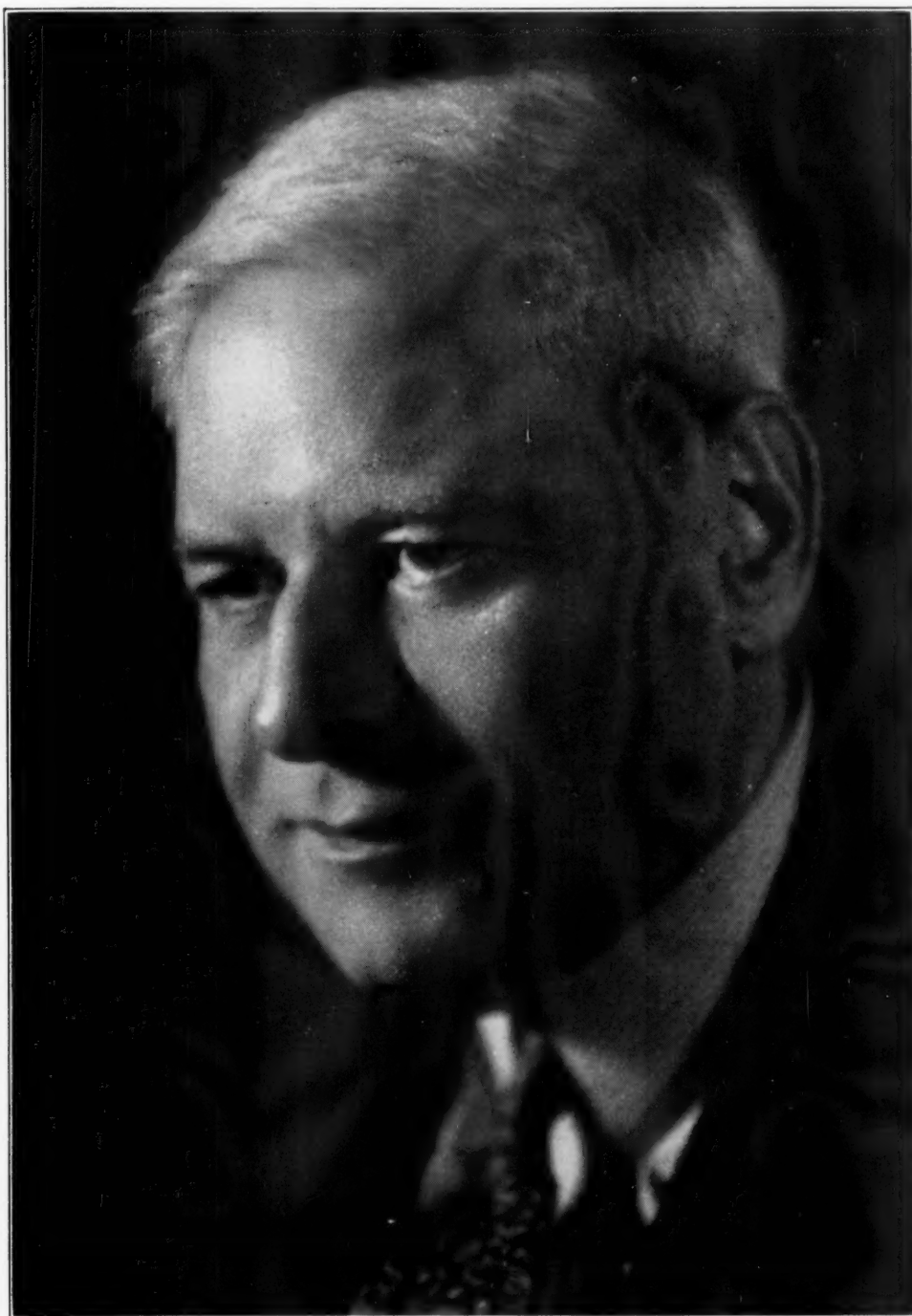
JULY, 1957

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SOLOMON LOWENSTEIN

THE CONFERENCE BULLETIN
OF THE
National Conference of Social Work
82 North High Street, Columbus, Ohio

President: Solomon Lowenstein, New York City.
Treasurer: Arch Mandel, Dayton, Ohio
General Secretary and Editor of the Bulletin:
Howard R. Knight, Columbus, Ohio

JULY, 1937

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Indianapolis Broadcasts

A half hour broadcast on "What Next in Federal Relief?", carried from coast-to-coast over the Blue network of the National Broadcasting Company, climaxed a week of timely radio programs presented from Indianapolis in connection with the 64th annual meeting of the National Conference of Social Work.

The "Relief" broadcast was presented as a panel discussion with Paul Kellogg, editor of *The Survey*, acting as moderator. Included were the following participants: C. M. Bookman, executive vice-president of the Cincinnati Community Chest; Fred K. Hoehler, director of the American Public Welfare Association; Howard O. Hunter, assistant administrator of the WPA; Jane M. Hoey, director of Public Assistance of the Social Security Board, and William Hodson, commissioner of Public Welfare of New York City.

The Columbia Broadcasting System carried two coast-to-coast broadcasts. In one, Sanford Bates, executive director of the Boy's Clubs of America spoke for fifteen minutes on "A Boy's Club as a Character Building Agency." The other, a half hour program, was taken directly from the dinner of the American Public Welfare Association as Harry Hopkins, WPA

administrator, spoke on "The Works Program."

In addition, Indianapolis Radio Stations WFBM and WIRE presented daily speakers in series of fifteen-minute programs. Each station also broadcast frequent news summaries of Conference developments.

Newspapers and news services likewise cooperated in telling the Conference story. The annual meeting was Page 1 news in the three Indianapolis dailies—The Times, The Star and The News. All of the news services sent out lengthy stories daily. And special correspondents were on the job, representing newspapers in New York City, Chicago and Buffalo.

Seattle Dates Announced

SEATTLE, Washington, June 26 to July 2, 1937. That briefly tells the story of the 65th annual meeting of the National Conference of Social Work.

Next year will mark the first time since 1929 that the Conference will meet on the Pacific Coast; San Francisco having played host in that year. It will be the first time since 1913 that the Conference will visit Seattle.

One reason next year's dates were set a month later than this year's was to take advantage of the delightfully bright and temperate weather of early summer in the Northwest. In that season the days are just warm enough—and cool enough, too, with the fresh breezes from Puget Sound and the three lakes wholly or partly within the Seattle city limits.

The Local Committee in Seattle has been at work for several months with preliminary arrangements. With plenty of accommodations available in several modern downtown hotels, the committee promises a generous supply of living rooms and meeting places; enough to meet any Conference demands.

At the same time, the Conference Program Committee members are shaping ideas for a quality program that will make the 1938 meeting outstanding in that respect as well. The committee has scheduled its first meeting for September 24 in New York City and would be pleased to receive program suggestions from Conference members.

Agency Representatives

MANY persons registered at Indianapolis as representatives of their member agencies. A number of them have long been personal members of the Conference and wish to continue their personal relationship, whereby they receive their individual copies of the Conference Bulletin and Proceedings and enjoy the other privileges of membership.

It is pointed out that agency representatives are not necessarily personal members of the Conference. Individual membership may be obtained and continued only through payment of individual fees, which may be sent to the Conference office. The usual personal membership costs \$5 annually. This provides a copy of the Proceedings. Without Proceedings, the fee is \$3 annually.

PRESIDENT'S MESSAGE

Dr. Lowenstein Comments on the Indianapolis Meeting; Believes Conference Will Perform Great Service by Assisting New Recruits to Social Work

By SOLOMON LOWENSTEIN

THE Indianapolis meeting confirmed the vitality of the National Conference of Social Work. Indianapolis was most hospitable but its facilities were inadequate to meet the needs of a Conference as large as ours has grown to be. With the largest registration in our history we were compelled to scatter about the city because no one central hall or auditorium was large enough to meet all the needs of the Conference. Similarly the hotels, widely scattered throughout the city, could not provide the space required for central headquarters and the very numerous breakfast, luncheon and dinner meetings essential to the proper functioning of the Conference and its associate groups. To add to the difficulties the weather was torrid.

Yet despite all these adverse circumstances the smoothly functioning mechanism established by the permanent staff of the Conference, to whom all credit is due, worked without a hitch so that despite the difficulties of space and weather the meeting may be considered most successful. The program was of the usual high standard and noteworthy contributions to present day social planning and action were made by outstanding public figures and by active workers in all the functional field in our Conference divisions.

However, it cannot be doubted that we have reached a turning point in the history of the Conference. Its very magnitude resulting in such consistently large attendance as has marked the assemblies of recent years creates new problems of administration which must be thought through during the coming year in order that the Conference may be of the greatest possible value

The President

ANOTHER milestone in a distinguished career devoted to social work is marked by the election of Dr. Solomon Lowenstein as President of the National Conference of Social Work. Dr. Lowenstein's earlier social work days were spent in Cincinnati where he served as headworker of the Jewish Settlement, superintendent of United Jewish Charities and assistant manager of United Hebrew Charities. In New York City he became superintendent of the Hebrew Orphan Asylum and then executive vice-president of the Federation for the Support of Jewish Philanthropic Societies of New York City, the position he now holds. Among Dr. Lowenstein's other services have been: Deputy Commissioner, American Red Cross Commission to Palestine, 1918-19; President, National Conference of Jewish Social Work, 1922; President, New York State Conference of Social Work, 1923 and the New York City Conference of Social Work, 1932-33; member, Temporary Emergency Relief Administration of New York State, 1934.

to the general public. We must continue to have impartial, informed and searching discussion of the fundamental questions growing out of the changing political, social and industrial times in which we live. We must continue to provide for our membership a forum in which they can give expression to their own conclusions and desires with reference to the continuing evolution of the work in the particular fields in which they happen to be most immediately interested. We cannot sacrifice values of the Conference as a large educational medium for social workers, both lay and professional, and for the general public which throughout the country has come to look to the Conference for leadership, guidance and direction in American social work.

Moreover, because of the rapid changes that have occurred since the period of the depression; the great development of public social work not only on the Federal level but also in the states and in the localities within the states, there have come into the Conference large groups of new workers without the training, the experience or the background of the older professional group. The functions and the activities of these new workers will in large degree determine the course of social work and the repute of social workers throughout this country for many years to come. It is a challenge to the Conference to present to them the means and the opportunities of securing the requisite help which they so sorely need in their sincere and earnest desire to carry out their responsibilities to the greatest and the best possible degree.

The Conference will also have to consider during

the current year through its Executive Committee, which will in turn report to the next Conference in Seattle, reorganizations within its own structure which will be of vital importance in determining our future program. We are conscious of the responsibilities placed upon us by the great traditions of the Confer-

ence's past. We are determined that in the year to come we shall endeavor to live up to those obligations and on behalf of all the members to create possibilities for newer and better work without sacrifice of any of the accomplishments of the past.

CONFERENCE ORGANIZATION

ELECTION results at the Indianapolis meeting and the Conference organization for 1937-1938 are given herewith. The 1938 Conference is to be held in Seattle, Washington, June 26 to July 2. The new 1937-1938 officers are:

President
SOLOMON LOWENSTEIN
New York City

First Vice-President
GRACE L. COYLE
Cleveland, Ohio

Second Vice-President
FORRESTER B. WASHINGTON
Atlanta, Georgia

Third Vice-President
RUTH FITZ SIMONS
Olympia, Washington

Treasurer
ARCH MANDEL
Dayton, Ohio

General Secretary
HOWARD R. KNIGHT
Columbus, Ohio

Executive Committee

Ex-officio:—Solomon Lowenstein, president; Grace L. Coyle, first vice-president; Forrester B. Washington, second vice-president; Ruth Fitz Simons, third vice-president; Arch Mandel, treasurer.

Term expiring 1938:—Frank Bane, Washington, D. C.; Howard S. Braucher, New York City; Josephine C. Brown, Washington, D. C.; Michael M. Davis, New York City; Jacob Kepecs, Chicago, Illinois; Elwood Street, Washington, D. C.; Walter M. West, New York City.

Term expiring 1939:—Paul U. Kellogg, New York City; Katharine F. Lenroot, Washington, D. C.; Solomon Lowenstein, New York City; Rose J. McHugh, Washington, D. C.; W. I. Newstetter, Cleveland, Ohio; Bertha C. Reynolds, New York City; Elizabeth Wisner, New Orleans, Louisiana.

Term expiring 1940:—David H. Holbrook, New York City; Florence W. Hutsinpillar, Denver, Colorado; Betsey Libbey, Philadelphia, Pennsylvania; Bertha McCall, New York City; Roy Sorenson, Chicago, Illinois; George S. Stevenson, New York City; Alfred F. Whitman, Boston, Massachusetts.

PROGRAM COMMITTEE

Ex-Officio

Solomon Lowenstein, New York City, Chairman.
Edith Abbott, Chicago, Illinois.
Howard R. Knight, Columbus, Ohio.

Term Expires 1938

Maurice Taylor, Pittsburgh, Pennsylvania.
Elizabeth H. Webster, Chicago, Illinois.

Term Expires 1939

Elinor Hixenbaugh, Columbus, Ohio.
Robert T. Lansdale, Washington, D. C.

Term Expires 1940

Mary Irene Atkinson, Washington, D. C.
Arlien Johnson, Seattle, Washington.

Section Chairmen

Section I—Social Case Work.
Clinton W. Areson, New York City.
Section II—Social Group Work.
Louis Kraft, New York City.
Section III—Community Organization.
Charles C. Stillman, Columbus, Ohio.
Section IV—Social Action.
Fred K. Hoehler, Chicago, Illinois.
Section V—Public Welfare Administration.
To be appointed by the Program Committee.

SECTION I—SOCIAL CASE WORK

Chairman: Clinton W. Areson, Domestic Relations Court, New York City.
Vice-Chairman: Florence R. Day, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.

Term Expires 1938

Clinton W. Areson, Domestic Relations Court, New York City.
Florence R. Day, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
Elizabeth H. Dexter, Temporary Emergency Relief Administration, New York City.
Mary A. Howell, Children's Aid Society, Richmond, Virginia.
Anna D. Ward, Council of Social Agencies, Baltimore, Maryland.

Term Expires 1939

Margaret Barbee, Henry Watson Children's Aid Society, Baltimore, Maryland.
Elizabeth E. Bissell, Children's Mission to Children, Boston, Massachusetts.
Marian Y. Frost, Family Service Society, Richmond, Virginia.
Dorothy Hutchinson, New York School of Social Work, New York City.
Frederick Moran, Division of Parole of New York State, Albany, New York.

Term Expires 1940

Edith M. Baker, United States Children's Bureau, Washington, D. C.
Elizabeth G. Gardiner, Training Course in Social Civic Work, University of Minnesota, Minneapolis, Minnesota.
Florence Hollis, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
Margaret S. Moss, Harrisburg, Pennsylvania.

SECTION II—SOCIAL GROUP WORK

Chairman: Louis Kraft, Jewish Welfare Board, New York City.
Vice-Chairman: Charles E. Hendry, George Williams College, Chicago, Illinois.

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Henry M. Busch, Division of Extension Education, Cleveland College, Cleveland, Ohio.
 Hedley S. Dimock, George Williams College, Chicago, Illinois.
 Bessie A. McClenahan, School of Social Welfare, University of Southern California, Los Angeles, California.
 W. I. Newstetter, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
 Margaret Williamson, National Board, Young Women's Christian Associations, New York City.

Term Expires 1939

Grace L. Coyle, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
 Tam Deering, Public Recreation Commission, Cincinnati, Ohio.
 Lee F. Hanmer, Russell Sage Foundation, New York City.
 Lillie M. Peck, National Federation of Settlements, New York City.
 Leroy A. Ramsdell, Council of Social Agencies, Hartford, Connecticut.

Term Expires 1940

R. K. Atkinson, Boys' Club of New York, New York City.
 Neva L. Boyd, Northwestern University, Chicago, Illinois.
 Ella F. Harris, Council of Social Agencies, Philadelphia, Pennsylvania.
 James H. Hubert, New York Urban League, New York City.
 Roy Sorenson, National Council, Young Men's Christian Associations, Chicago, Illinois.

SECTION III—COMMUNITY ORGANIZATION

Chairman: Charles C. Stillman, School of Social Administration, Ohio State University, Columbus, Ohio.
 Vice-Chairman: Wayne McMillen, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Term Expires 1938

Richard K. Conant, Massachusetts Conference of Social Work, Boston, Massachusetts.
 Helen M. Currier, Council of Social Agencies, Minneapolis, Minnesota.
 Kathryn D. Goodwin, State Emergency Relief Administration, Madison, Wisconsin.
 John F. Hall, State Department of Social Security, Seattle, Washington.
 Florence L. Sullivan, United States Children's Bureau, Washington, D. C.

Term Expires 1939

Bradley Buell, Community Chests and Councils, New York City.
 Louise Cottrell, Oregon Child Welfare Commission, Portland, Oregon.
 Roy M. Cushman, Council of Social Agencies, Boston, Massachusetts.
 Emma O. Lundburg, United States Children's Bureau, Washington, D. C.
 The Right Reverend Monsignor John O'Grady, School of Social Work, Catholic University of America, Washington, D. C.

Term Expires 1940

Ewan Clague, Social Security Board, Washington, D. C.
 Ruth Hill, Department of Public Welfare, New York City.
 Russell H. Kurtz, Russell Sage Foundation, New York City.
 George W. Rabinoff, Council of Jewish Federations and Welfare Funds, New York City.
 Marietta Stevenson, American Public Welfare Association, Chicago, Illinois.

SECTION IV—SOCIAL ACTION

Chairman: Fred K. Hoehler, American Public Welfare Association, Chicago, Illinois.
 Vice-Chairman: Philip Klein, New York School of Social Work, New York City.

Term Expires 1938

John B. Andrews, American Association for Labor Legislation, New York City.
 J. P. Chamberlain, Columbia University, New York City.
 Michael M. Davis, Committee on Research in Medical Economics, New York City.
 Abraham Epstein, American Association for Social Security, New York City.
 The Reverend Francis J. Haas, St. Francis Seminary, St. Francis, Wisconsin.

Term Expires 1939

George E. Bigge, Department of Economics, Brown University, Providence, Rhode Island.
 John S. Bradway, Law School, Duke University, Durham, North Carolina.
 John A. Kingsbury, Yonkers, New York.
 Harry L. Lurie, Bureau of Jewish Social Research, New York City.
 Aubrey Williams, Works Progress Administration, Washington, D. C.

Term Expires 1940

Roger N. Baldwin, American Civil Liberties Union, New York City.
 Paul H. Douglas, University of Chicago, Chicago, Illinois.
 Rhoda Kaufman, Social Welfare Council, Atlanta, Georgia.
 Ralph J. Reed, Community Chest and Council of Social Agencies, Portland, Oregon.
 Mary van Kleeck, Russell Sage Foundation, New York City.

SECTION V—PUBLIC WELFARE ADMINISTRATION

This Section was organized last year by the Program Committee. Nominations for officers and committees were made in the usual way at Indianapolis for election at Seattle. In the meantime, the chairman and committee for 1937-1938 will be appointed by the Program Committee at its first meeting.

THE report of the Committee on Nominations for election at Seattle as presented at Indianapolis is as follows:

For President: Paul U. Kellogg, The Survey, New York City.
 For First Vice-President: Edward L. Ryerson, Jr., Council of Social Agencies, Chicago, Illinois.
 For Second Vice-President: Ida M. Cannon, Massachusetts General Hospital, Boston, Massachusetts.
 For Third Vice-President: Jane Hoey, Social Security Board, Washington, D. C.

The following members of the National Conference of Social Work were nominated for the Executive Committee term to expire 1941. (Seven to be elected.)

The Reverend C. Rankin Barnes, San Diego, California.
 Karl de Schweinitz, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.
 Charles F. Ernst, State Department of Social Security, Olympia, Washington.
 A. L. Foster, Chicago Urban League, Chicago, Illinois.
 Julius Goldman, Community Chest, New Orleans, Louisiana.
 Harry Greenstein, Associated Jewish Charities, Baltimore, Maryland.
 Eva Hance, Federal Emergency Relief Administration, San Francisco, California.
 Fred K. Hoehler, American Public Welfare Association, Chicago, Illinois.
 Cheney C. Jones, New England Home for Little Wanderers, Boston, Massachusetts.
 The Reverend C. Hubert Le Blond, Bishop of St. Joseph, St. Joseph, Missouri.
 James N. Myers, Federal Council of the Churches of Christ in America, New York City.
 Clara Paul Paige, Chicago Relief Administration, Chicago, Illinois.

Mary S. Stanton, Council of Social Agencies, Los Angeles, California.

Walter W. Whitson, Houston-Harris County Relief Board, Houston, Texas.

The following nominations were made by Section nominating committees and approved at the Section business sessions. The Chairmen and Vice-Chairmen are nominated to serve for one year.

Section I—Social Case Work

Chairman: Florence R. Day, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.

Vice-Chairman: Elizabeth H. Dexter, Brooklyn Bureau of Charities, Brooklyn, New York.

Committee Members

Term to Expire in 1941 (Five to be elected)

Catherine Bliss, Children's Hospital, Los Angeles, California.
Susan Burlingham, Family Society of Philadelphia, Philadelphia, Pennsylvania.

Leah Feder, Washington University, St. Louis, Missouri.

A. Gordon Hamilton, New York School of Social Work, New York City.

Laura D. Nichols, House of the Holy Child, Ambler, Pennsylvania.

Alice Rue, Children's Bureau of Delaware, Wilmington, Delaware.

Ruth Smalley, Visiting Teacher Department, Rochester, New York.

Robert Taber, Boys' Club and Settlement Committee, Philadelphia, Pennsylvania.

Alice D. Taggart, Charity Organization Society of New York, New York City.

Rosa Lee Wessel, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.

Section II—Social Group Work

Chairman: Lucy P. Carner, Council of Social Agencies, Chicago, Illinois.

Vice-Chairman: Chester L. Bower, University of Louisville, Louisville, Kentucky.

Committee Members

Term to Expire in 1941 (Five to be elected)

Joseph P. Anderson, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, Pennsylvania.

Elizabeth Herring, National Board, Young Women's Christian Associations, New York City.

Clara A. Kaiser, New York School of Social Work, New York City.

Louis Kraft, Jewish Welfare Board, New York City.

Glenford W. Lawrence, Chicago Commons, Chicago, Illinois.

W. T. McCullough, Alta Social Settlement, Cleveland, Ohio.

Robert A. McKibben, All Nations Foundation, Los Angeles, California.

Helen Rowe, Salt Lake City, Utah.

Helen Saftel, Hecht House, Boston, Massachusetts.

Vera Harris, Young Women's Christian Association, Seattle, Washington.

Section III—Community Organization

For Chairman: One to be elected.

Jane Hoey, Social Security Board, Washington, D. C.

Wayne McMillen, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Vice-Chairman: Shelby M. Harrison, Russell Sage Foundation, New York City.

Committee Members

Term to Expire in 1941 (Five to be elected)

Mrs. Lynn Brandenburg, Council of Social Agencies, Chicago, Illinois.

C. Raymond Chase, Community Federation of Boston, Boston, Massachusetts.

The Reverend Thomas A. Egan, School of Social Work, Loyola University, Chicago, Illinois.

Chester F. Ernst, State Department of Social Security, Olympia, Washington.

Benjamin Glassberg, Milwaukee County Department of Outdoor Relief, Milwaukee, Wisconsin.

David Liggett, Minneapolis Council of Social Agencies, Minneapolis, Minnesota.

C. W. Pfeiffer, Kansas City Charities Fund and Council of Social Agencies, Kansas City, Missouri.

Orville Robertson, Family Society of Seattle, Seattle, Washington.

Florence M. Warner, State Board of Public Welfare, Phoenix, Arizona.

R. Clyde White, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Section IV—Social Action

Chairman: Mary Anderson, Women's Bureau, United States Department of Labor, Washington, D. C.

Vice-Chairman: The Reverend Frederic Siedenburg, University of Detroit, Detroit, Michigan.

Committee Members

Term to Expire in 1941 (Five to be elected)

Charlotte Carr, Emergency Relief Bureau, New York City.

Martha A. Chickering, Assistant Professor of Social Economics, University of California, Berkeley, California.

Robert J. Elzy, Brooklyn Urban League, Brooklyn, New York.

Jacob Fisher, Council of Jewish Federations and Welfare Funds, New York City.

Helen Harris, Union Settlement, New York City.

Mary N. Stephenson, Works Progress Administration, Denver, Colorado.

Lea D. Taylor, Chicago Commons, Chicago, Illinois.

Conrad Van Hynning, State Board of Social Welfare, Jacksonville, Florida.

Section V—Public Welfare Administration

Chairman: Charles F. Ernst, State Department of Social Security, Olympia, Washington.

Vice-Chairman: Gay B. Shepperson, Works Progress Administration of Georgia, Atlanta, Georgia.

Committee Members

Term to Expire in 1941 (Five to be elected)

Grace Abbott, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Clinton W. Areson, Domestic Relations Court, New York City.

Mildred Arnold, State Department of Public Welfare, Indianapolis, Indiana.

Mary Irene Atkinson, United States Children's Bureau, Washington, D. C.

Ruth O. Blakeslee, Social Security Board, Washington, D. C.

Josephine C. Brown, Works Progress Administration, Washington, D. C.

Irene Farnham Conrad, State Department of Public Welfare, Baton Rouge, Louisiana.

Fred K. Hoehler, American Public Welfare Association, Chicago, Illinois.

Norman M. MacDonald, State Department of Health and Welfare, Augusta, Maine.

Conrad Van Hynning, State Board of Social Welfare, Jacksonville, Florida.

BUFFALO IN 1939

BUFFALO, N. Y., was awarded the 1939 meeting of the National Conference at the business meeting in Indianapolis. Conference members voted in favor of Buffalo, approving the recommendation of the Time and Place Committee. The Conference has not met in that city since 1909.

CONFERENCE OBSERVATIONS

Retiring President Appraises the Indianapolis Meeting; Sees as New Emphasis the Confidence in Continuing Development of Public Social Services

By EDITH ABBOTT

THE NATIONAL CONFERENCE came back to the Middle West, after pleasant excursions to such delightful places as Montreal and Atlantic City, and received an old-fashioned Western welcome. Never again can it be said that the only large conferences are those held in a few Eastern cities. The old Social Work frontiers have at last disappeared from our horizon and large numbers of social workers and Conference members are to be found both West and East, all through the different states. Hundreds of our members came to Indianapolis in their own cars—from everywhere—and the problem of adequate housing, both for Conference members and Conference cars, was serious. But discomforts are cheerfully accepted by social workers if the meetings are worth while, and the excellence of the programs so carefully worked out by the different committees was commended with true Western enthusiasm.

The new emphasis in the Conference, already visible even last year, is the confidence in the continuing development of the Public Social Services. Last year, the disappointment, and even bitterness, over the destruction of the Relief program darkened the future. That cloud is still visible, and bitterness on the part of those who have seen a great deal of needless suffering during the past months is still with us, and, at the same time, a determined continuing emphasis in the social work group for the restoration of Federal Grants in-Aid for general Home Assistance.

But there is a new note of hope and confidence inspired by the fact that the Social Security program, in spite of all its drawbacks, is slowly taking shape as a stable, permanent series of public welfare administrations. The new program has been working down into the new State Welfare and State Assistance plans and is today the major interest of large numbers of well-trained members of our professional group, who have been working to set up the Old Age Pension departments, the new Aid to Dependent Children program, the new Blind Pensions, the new Child Welfare program and the new work for Crippled Children in the different states. Once more there is Federal encouragement in the form of Grants-in-Aid for the Maternity and Infancy program, a new line of light for the old friends of Shepard-Towner, who have waited for six long years to see this cherished work brought back to new activity. And there was a new kind of realism in the discussion of Unemployment Compensation, now a program in forty-five different states.

The new note was a note of confidence born of the

security and hope that come from a belief in a stable and permanent program. There was plenty of testimony regarding the fact that the new program is only in the process of getting under way—very slowly. But social workers are "hewers of wood and drawers of water;" they are not afraid of difficulties. And the fact that there is virgin sod to be turned, that the new program is still to be worked out in the face of many difficulties, is only a challenge to be accepted with enthusiasm.

A dark side of the new picture is the fact that delegates from all parts of the country brought the unwelcome word that the iniquitous "spoils system" in many states is threatening the success of the new state administrations. A vigorous determination to end this betrayal of our democratic way of life was expressed in many of the section meetings.

All of this does not mean that social workers have lost any of their interest in case work, or their belief in its necessity as a basic part of every training program. The case work sessions were as crowded and as enthusiastic as at any time in our history. But the new emphasis on Public Welfare means the extension of the case work services on a vast scale and into great areas where they have been almost unknown. Recognizing the new importance of the public services, a new permanent Public Welfare Section was added this year to the four sections established some years ago. The interest in the new section showed how greatly it was needed.

The general sessions were devoted to some of the exigent questions of the hour. Senator Robert F. Wagner, the author of some of our important Social Welfare measures—the acts which created the FERA, the Labor Relations Board, and Social Security—was welcomed on the evening of the great day when the Supreme Court had upheld the contested sections of his epoch-making Social Security Act—a great evening for the Conference. Charles P. Taft, of Cincinnati, long a leader in the fight for good government in his community, was welcomed, not only for his own courageous stand on many public issues, but because the first public welfare bureau of the Federal Government, the United States Children's Bureau, was established under his father's administration. Social Workers have not forgotten that it was President William Howard Taft who appointed Julia C. Lathrop to be the first Chief of the Children's Bureau, just twenty-five years ago this Spring.

On the last evening of the Conference, Governor

Murphy, of Michigan, long held in high regard by social workers for his courageous support of Public Relief when he was Mayor of Detroit in 1930-31, and more recently distinguished for his great services in the difficult field of Labor Relations, held the largest audience ever assembled for the last evening meeting, with his brilliant analysis of problems and policies in this troubled area. On other evenings, Mayor Neville Miller told the story of Louisville's heroic battle against the Flood; and Dr. Mordecai Johnson, a liberal educator, a liberal Churchman, and a great leader of the Negro race, told of their bitter struggle for social and economic justice—one of the great social questions of the present day, which social workers, more than any other group, are concerned to have settled in accordance with our basic American principles of political democracy. Finally, Florence Allen, the distinguished judge of the United States Court of Appeals, delivered the address at the closing luncheon—the day before Memorial Day—a convincing and moving argument for Peace, at a time when the nations of the European world are arming and re-arming for the next World War.

One further word is necessary before Chicago and the Middle West turn the Conference over to the able leadership of Dr. Lowenstein of New York. At the opening of the first session of the Conference it was my privilege as Chairman to say once more to our members what few of them forget, that this Conference of 1937 would have been Prentice Murphy's Conference except for his tragic death in the midst of his useful career. In this last word I wish to say again, what I said very earnestly at the beginning of that first meeting—that if this Conference was as the members wanted it to be, I hope they will remember it as Prentice Murphy's Conference. And if things were not as our members wished them to be, I hope they will say that if Prentice could have been with us this year, things would have been as they had hoped they might be. With that last word, Chicago and the Middle West bring our period of trusteeship to an end and extend our good hopes and our best wishes to our new President, Dr. Lowenstein of the East, and to our good friends of Seattle and the Western Coast.

PROCEEDINGS OUT IN OCTOBER

THE 1937 Proceedings is scheduled for publication in October. All Conference members paying annual fees of \$5 or more receive the volume without additional cost. Members now in the \$3 class may send \$2 additional to the Conference office at once and assure themselves copies of the book. The Proceedings retails at \$3 and may be ordered directly from the publishers, University of Chicago Press.

John A. Kingsbury Wins Award

JOHAN A. KINGSBURY of New York City received the 1937 Pugsley Award of \$250 for his paper, "Health Insurance in a National Health Program," presented May 28 at a session of the Public Welfare Administration section in Indianapolis.

Meeting in Chicago late in June, the Conference Editorial Committee voted unanimously that Mr. Kingsbury's paper made the outstanding contribution to the subject matter of social work of all those presented by professional social workers at the annual meeting. The Pugsley Award is the gift of Chester D. Pugsley of Peekskill, N. Y., and has been granted after each annual meeting for the past several years.



MR. KINGSBURY

Honorable mention was voted Winthrop D. Lane of Trenton, N. J., for his paper, "The Paroled Offender," which he read before the Committee on Social Treatment of the Adult Offender. Special citation was awarded Sidney Hollander of Baltimore for his paper, "A Layman Looks at Public and Private Agencies." Mr. Hollander was not eligible for the Pugsley Award, which is granted only to persons in the field of professional social work.

Mr. Kingsbury, associate fellow of the New York Academy of Medicine and former director of the Milbank Memorial Fund, discussed a comprehensive national health program, calling it "one of the greatest needs of the nation today."

He charged the American Medical Association with use of obstructionist tactics to prevent the building of a comprehensive national health program and the establishment of a system of compulsory health insurance.

The Federal government was on the way toward providing an adequate health insurance program in the Social Security Act, but such legislation was blocked through the efforts of the American Medical Association, he said. Nevertheless, he observed, the Act does provide "more adequate Federal, state and local public health services than we have hitherto possessed" in preventive services.

"We are making progress in the direction of public medicine and public health service," Mr. Kingsbury stated. "But our progress is too slow. We are reaching hundreds of thousands through these facilities and by voluntary health and hospital insurance, group medicine and contact practice. But we must meet the needs of tens of millions of our fellow-citizens."

THE INDIANAPOLIS MEETING

Summary of Sixty-fourth Session; Calls for Expansion of Security Act Provisions and Sound Relief Policy Develop as Two Main Currents

ONE of those chatty, philosophical Indianapolis taxicab drivers—who seem more the rule than the exception in Indiana's capital city—engaged his passenger in conversation during one of the last days of the 64th annual meeting of the National Conference of Social Work.

"I suppose," asked the passenger, "you are sorry to see this meeting ending?"

"You just about took the words out of my mouth," responded the driver.

"It's meant a lot of new business?" probed the passenger.

"Yes, but not only that," the driver replied.

"You mean the Conference delegates have been pretty generous?" the passenger wondered.

"True enough," said the driver, "but that's not all. I'll tell you. I never saw a convention before where they've been so considerate of the cab drivers' feelings. No bossing. No ordering around. No bawling out. I tell you, these people know how to deal with other people. I guess that's why they're in the kind of work they're doing. You can't help but have a lot of respect for these social workers."

"These social workers" met in Indianapolis May 23 to 29 for what proved the largest meeting in Conference history—the total registration reached 6,789, which is 114 more than a year ago in Atlantic City. (Officials of the Indianapolis Convention Bureau estimated that 2,000 or 2,500 others attended without registering). And they had their hands full choosing from more than three hundred fifty individual sessions sponsored by the Conference and fifty-three associate and special groups.

Housing and meeting facilities of the city proved limited. Meeting places were sprawled over the whole downtown area. All hotels were jammed to capacity. And hundreds of rooms were obtained in private homes to take care of the crowds. But complaints were few. The meeting was the thing. And it was almost universally agreed that the meeting savored of exceptional high quality.

Throughout the extensive program—there were five sections and seven special committees plus the associate group sessions—several main currents developed. They showed in the insistence upon expansion of the program of the Social Security Act; in the greater recognition of the part the Federal government now plays in

the welfare picture; in appeals for a sounder Federal relief policy which would provide grants in aid for home assistance along with an adequate public works program, and in the recognition of the expanding field of public welfare administration.

THE 64th annual meeting opened Sunday evening May 23 with a general session in big, unornamented Cadle Tabernacle. More than 8,000 persons were there to hear Miss Edith Abbott deliver her presidential address: "Public Assistance—Whither Bound?"

On the platform were members of the Indianapolis committee in charge of arrangements and many Conference dignitaries. Hugh McK. Landon, chairman of the Committee on Arrangements, presided. The Most Rev. Joseph E. Ritter, D.D., Bishop of the Roman Catholic Diocese of Indianapolis, read the invocation. Governor M. Clifford Townsend of Indiana, welcomed the Conference. Then Miss Abbott stepped forward to deliver her vigorous address which took the Federal government to task for withdrawing funds for direct relief in the face of widespread need; which called for a stable policy of public assistance; which championed categorical relief and which charged extravagant waste of Federal funds which could—and should—be used for a sound assistance program.

Miss Abbott said the Federal government's abrupt withdrawal of funds for direct relief, with the liquidation of the FERA, plunged larger numbers of families into desperate need. "As poor as the relief level was" under the Federal assistance plan, she stated, it gave millions of families "something better for a time than some of them had ever known before and better than they have known in most states since that tragic decision was made by the Federal Relief Administrator and his chief about 'ending this business of relief'."

Continuing, she said: "The Federal government's withdrawal from the home assistance program led to the chaos in which we now find ourselves. The whole relief program has collapsed in many areas. Competent workers have been dismissed and those people who had been our clients are now nobody's clients and nobody's responsibility. 'We are none of us equal to the cause that we profess.' If we were, we should make the President and Congress see what the social workers of this country have seen during the past year—the homes without food and without fuel in bitter weather, children too hungry to go to school, of whole families without warm clothing and bedding, the peo-

ple without provision for medical care and the evictions that have gone on so relentlessly.

"If we had been able to tell our story, we should have had Federal aid long before this."

Asserting the present Federal policy of contributing funds only for public works falls far short of caring for the needs of the destitute, Miss Abbott appealed for resumption of Federal grants-in-aid to the states for home assistance. She said most state and local governments are financially unable to provide adequate relief.

No new taxes are needed for such a relief program, she declared, if some of the Federal funds now appropriated for the Army, Navy, Veterans Administration and "as rewards for the political friends of the successful party" are diverted to relief channels.

"It is one of the tragedies of our democracy that taxes are so often large enough for many of the most urgent needs, but these great funds are not used for the people's benefit . . . Take the case of all the present Federal expenditures for social welfare. We hear that a billion and a half is a great deal to ask for Emergency Work Relief . . . The total cost of the War and Navy Departments for 1937 was not far from a billion dollars. If you add to the cost of future wars, the total cost of paying for past wars, the Veterans' Administration, the Bonus, the servicing of the war debt, the bill for a single year is close to four billions and a half. All of our social service expenditures are small in comparison—the expenditures that mean life, health and decent living for our people."

ON the next day, Monday, word flashed from Washington that the Supreme Court upheld the constitutionality of the Social Security Act. That evening United States Senator Robert F. Wagner, sponsor of the Act, addressed the second general session on "Requirements for Permanent Security." The big crowd applauded lengthily as Senator Wagner rose to speak and as he declared: "This is—and will be recorded so in history—a momentous day for the common people of America."

Senator Wagner pledged his "aid in the plan to establish a Federal Department of Public Welfare with the director a cabinet officer." He declared, "We must extend the (Social Security) Act to those groups as yet uncovered by its provisions. We must develop a higher standard of comfort for the old, a wider margin of protection for the unemployed, a more far-reaching system of aid to the crippled and destitute. Vocational rehabilitation, a more pressing need now than ever before, must be pushed forward."

He asserted: "I am personally convinced that a sound plan of health insurance and provision for adequate medical care can be devised in America which will be acceptable not only to the patient but to the physician." He called for a large-scale public housing and slum clearance project to take up the slack in unemployment and further stimulate industry, stating: "A large scale housing program would immediately affect allied industries and in short order would be felt

in every artery of trade and enterprise. If vigorously pursued it would absorb a major portion of the unemployed . . . In my judgment a slum clearance program to house the under-privileged decently would be the greatest accomplishment for humanity of the Roosevelt administration.

Senator Wagner also predicted successful child labor legislation, stating: "It is my view that the Supreme Court decision interpreting the Labor Relations Act as to interstate commerce, because it has widened . . . the area in which Congress may act . . . makes it certain now that we may enact laws in Congress to fix minimum hours, minimum wages and abolish child labor."

Mayor Neville Miller of Louisville, Ky., appeared on the same program, speaking on "Meeting Welfare Problems in Flood Relief." Discussing the causes and consequences of last winter's floods, Mr. Miller told how 200,000 persons were driven from their homes in Louisville and how losses reached between \$50,000,000 and \$60,000,000. However, his tone was one of extreme optimism as he told of Louisville's rapid economic recovery and of another important development—the general civic awakening to the importance and effectiveness of social agencies, evidenced by the widespread interest and support they are receiving.

Two speakers also occupied the platform at the Tuesday evening general session: Charles P. Taft of Cincinnati and Mordecai W. Johnson, president of Howard University, Washington, D. C.

Speaking on "Public Welfare and Efficiency in Government," Mr. Taft observed that "unemployment is the root of our problems today."

"To put our people back to work is going to cost money," he said, "and the money has to come from every agency concerned, private and public. This is a partnership that you and I belong to, this body politic called the United States . . . In that partnership, the United States, our national government, must contribute its fair share. We cannot let Washington run out on us. Washington cannot give every employable person a job and nobody with any sense ever thought it could. But neither can we do this job without Federal subsidies . . .

"Washington must contribute because there is no other way but grants-in-aid to make states and local governments contribute their fair shares and to make them keep up to adequate standards and conform to reasonably uniform plans of operation."

Mr. Taft also stressed the importance in any community program of lay participation.

"If you build up over a period of years real lay committees and volunteer workers, you won't need to worry about public relations," he said. "They will interpret your work for you and they will multiply your hands. They are likely to be individualists, and you can't bawl them out or order them around and they are sometimes nuisances, but they are nevertheless a cross section of the people of the United States and you had better learn to make them your friends and helpers if

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you really want social work to play the part it can in healing the wounds of our machine age."

DISCUSSING "The Economic and Social Status of the Negro in the United States Today," Dr. Johnson presented a pessimistic picture.

"During this depression the Negro has suffered more grievously than any other section of the population," he said. "His status has deteriorated. He is in a worse condition today than he was before the depression . . . In my judgment, the Negro today is in the most precarious condition he has been in since 1880 and is likely to lose in the next ten years a greater portion of all that he has gained, unless the thoughtful American people become acutely aware of his situation and undertake to meet it with thoroughgoing measures."

Dr. Johnson said the depression stopped "the most encouraging trend in American life as touching the Negro" since the days of slavery—the trend of Negro population to industrial centers of the North and to cities of the South. Coupled with this, he added, are problems arising from the present concentration of unemployed Negroes in industrial sections and the economic maladjustments in the cotton-growing sections.

"If I were to put my finger upon the most dangerous thing in America today . . . I would put my finger on the great unemployed reservoir of Negro labor rising out of the maladjustments of the cotton plantation system in the South and spreading its path among the cities of the North and West," he stated.

He warned that if present political parties do not solve the problems, the Negroes and poor whites would join hands in an effective labor party that would.

Governor Frank Murphy of Michigan addressed the next general session, Friday evening, speaking on "Economic and Social Forces and Industrial Relations."

Refuting the wisdom and value of compulsory arbitration of industrial disputes, Governor Murphy set forth a three-point role which the government can "assume if it is to aid in settling industrial disputes." He said:

"It seems to me that, first, it should be a fact-finding agency. It ought to have all the facts pertinent to each dispute, to make possible an intelligent public understanding of the issues in controversy. It should sift the conflicting evidence, the controversial data, and get at the truth insofar as it is possible to ascertain the truth in a conflict involving not only facts but emotions.

"Second, the government's function ought to be that of a mutual friend and intelligent moderator. On its own initiative, or at the request of either or both parties, it should enter the arena to aid in the search for those formulas upon which peace can be built. Nothing dispels suspicion so quickly as a discussion of the issues . . .

"Third, the government must also be prepared to take its place as an active participant with labor and employers in finding a solution. Its attitude must al-

ways be impartial. Its influence must always be in the direction of moderating the attitudes and demands of the two parties. Its view must always be the public view."

Observing that in the present American economic organization "we have made it possible for corporations to acquire power often greater than that possessed by governments" and "we have permitted the concentration in the hands of a few individuals representing vast organizations of power to control basic policies of production, finance and—what is more important—employer-employee relationships," Governor Murphy went on to lament industry's inability to untangle its own labor problems.

"It is a sad commentary on industrial leadership that the inventive genius and resourcefulness which produced the modern machine, the skyscraper, the automobile, is far behind the times in dealing with the problem of industrial relations," he commented.

Discussing compulsory arbitration, he stated: "My objection to compulsory arbitration is that it is neither feasible nor practical to enforce a court order which runs counter to the opinions or sense of fairness of great masses of people. Court orders do not produce goods. They do not mine coal nor run trains. When they are unenforceable because of the physical impossibility of imposing penalties on all who participate in violating a court order, the flames of conflict are fanned and respect for authority is broken down.

"In addition, the very nature of the process of compulsory arbitration may actually retard the development of voluntary procedures."

At the last general session, a luncheon on Saturday closing the annual meeting, Judge Florence E. Allen of the United States Circuit Court of Appeals, Cleveland, spoke on "Adventures in Understanding," denouncing war and detailing the futility of the World War.

Judge Allen praised the action of the United States in ending the role of "protector" under the outmoded Monroe Doctrine and in agreeing with other American nations to a pact which provides mutual consultation when the peace of the Western Hemisphere is threatened. "We have established friendship instead of domination on this hemisphere," she commented.

She also praised the Kellogg-Briand pact—not because war can be stopped by the passing of laws, but because she said, for the first time it established a law against war and thereby put potential military aggressors in the class of lawbreakers who can be punished.

UNDER the chairmanship of William H. Savin, director of the Family Service Association, Washington, D. C., the Social Case Work Section presented an exceptionally well coordinated series of meetings. The section opened its meetings with discussions of cultural factors in the lives of clients, carried through to a consideration of case work-group work philosophies, on to discussions of modern case work principles, finally closing with an evaluation of object-

ives in the field of case work for the coming year.

Abram Kardiner, M.D., practicing psychiatrist and lecturer, New York Psychoanalytic Institute, New York City, opened the meetings with a discussion of "Cultural Restraints, Intrasocial Dependencies and Hostilities." Dr. Kardiner pointed out:

"One of the significant results of the crisis in our contemporary culture has been the increasing eagerness with which the social sciences have looked to psychology for aid. However promising this is, we must be on our guard constantly against 'psychological explanations' which merely explain and then come to rest easily on the reference shelves for students who are interested in ideas. A dynamic sociology has quite another task; it needs to change your perception of social realities; it must track down etiologies and dynamic relationships, so that we can confront these social realities with the confidence that we can alter forces and not be crushed by them."

Speaking on "The Case Worker's Need for Orientation to the Culture of the Client," Miss Maurine Boie, case worker, Philadelphia Family Society, said that culture plays a very important part in our everyday reactions. "We have all been conditioned so strongly by our culture that we are unaware of its influence and take it for granted like the very air we breathe," she stated. Warning care workers that they must give due consideration to the cultural background of the client since it will in a large way determine his problem and his reaction to it, Miss Boie said that case work must be based on a diagnosis of both the psychological and the cultural difficulties.

Adeline Johnesse, field work instructor, School of Social Service Administration, University of Chicago, spoke on "Helping the Client to Deal with His Reactions to Restraints Governing Intra-Family Relationships," commenting: "It is clear that it is within the relationships within the family that a major portion of the responsibility rests for a proper development of that most intangible and perhaps most important of all human characteristics, the personality. Within this intimate configuration of personalities lie the potentialities for all those reenforcements of the emotional structure which every individual must have in order to take part in the contest in the outer world."

"The Meaning of Money in America" was the subject of the address of Miss Ruth Z. A. Mann, assistant supervisor of the Jewish Social Service Association, New York City. Miss Mann decried the overemphasis which this country places on money in assigning prestige and power and evaluating success.

A. Gordon Hamilton, member of the faculty of the New York School of Social Work, discussed "Basic Concepts in Social Case Work." She emphasized that these concepts are dynamic; they change and develop as they are shaped by new experience and new knowledge. She said:

"The idea that we are concerned with social reality and social adjustments is fundamental, although our sense of social and individual conflicts changes and indeed has, within the last years, been changing with

considerable rapidity . . . The casework idea must always be opposed to conformity . . . It finds its values and significance in individual differences, socialized toward the meeting of common needs and the carrying out of common purposes."

IN dealing with "The Application of the Basic Concepts of Case Work to Rural Work," Grace C. Browning, assistant director, Department of Public Welfare, Oklahoma City, said:

"That adaptation of case work concepts for rural practice in its present stage is essential cannot be denied, but this adaptation is necessitated not by the lack of universality of the concepts but rather by certain practical difficulties which obstruct their application. Chief among these difficulties are the variant social and economic settings, the scarcity of professional personnel for rural work and the lag of public understanding and support behind experimental practice."

Madeline L. MacGregor, executive secretary, Travelers Aid Society of Chicago, discussed another phase of the question, "Basic Concepts of Social Case Work as Applied to the Transient Field." She declared:

"Skill in diagnosis is essential in any responsible case work job, but in service to transients it takes on added value, for swift and penetrating appraisal is of primary importance in dealing with persons who are on the march. The necessity for rapid mobilization of case work skills calculated to establish quickly a working relationship with the client and in which there is free and mutual participation are indispensable in treatment of the transient's problem."

Discussing "Interplay of the Insights of Case Work and Group Work," Gertrude Wilson, field instructor in Group Work, School of Applied Social Sciences, Western Reserve University, Cleveland, pointed out how "the crust of exclusiveness" between case workers and group workers is breaking down. She attributed this to joint committees which have been initiated in cities throughout the country for the study of case work-group work relations. She added that certain similarities of procedures can now be observed between the two fields: each group has found satisfaction in knowing the other group; interest has developed in each other's field and an interchange of thinking has developed.

Miss Wilson described Cleveland's Joint Committee on Case Work-Group Work Relations which has been in existence for four years.

Anna Belle Tracy, associate professor and director of the course in Psychiatric Social Work at Western Reserve, continued the discussion of the Cleveland project and observed: "Cooperative effort on the part of group work and case work becomes a process of working, not separately but together, with services so integrated that the client or the club member can use them freely and flexibly. Viewed from one aspect as made up of individual fields of specialization, social work itself becomes something greater than the sum of its parts when, through interaction between the fields, we become conscious of our own group relationship."

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TURNING to a discussion of "Public Relief—Its Relation to Higher Labor Standards and Social Security," Charlotte E. Carr, executive director of the Emergency Relief Bureau of the City of New York, said public relief, for a long time to come, must serve as a cushion for other forms of social security.

Meanwhile, Miss Carr asserted, "the public relief program must focus upon ways and means of training and of maintaining the skills of its clients, must play an aggressive leadership role in the placement of its clients in private industry and must do this fully aware of the importance of preventing the flooding of the labor market with persons forced to accept substandard, sweatshop wages."

Under a general discussion of the contribution of case work in dealing with the problems of adjustment to an unfamiliar culture, H. Scudder Mekeel, field representative in charge of applied anthropology, Bureau of Indian Affairs, United States Department of the Interior, spoke on "A Social Science Approach to Case Work with the American Indian." Charging that the Indian Bureau was instrumental in destroying a society without putting something in its place, he said: "An attempt was made to make white men out of the Indian overnight."

He suggested that the social worker has an unusual opportunity in working with the Indian, observing: "There is a chance to test methods and techniques in an alien setting close at hand."

Herschel Alt, general manager of the St. Louis Provident Association discussed the job of the private agency in terms of the problems it encounters in its day by day experience. He spoke on "The Private Case Work Agency Looks at Its Job."

"Pending more complete definition of broader purposes inherent in case work, we cannot postpone consideration of the problem as to how these purposes can be achieved through the private agency," he said. "We are faced with two alternatives. The first would be to accept the real limitations of the private agency under its present auspices to promote social changes; the second would be to see how far the possibilities of the present kind of private agency could be most fully realized."

Sidney Hollander, member of the Board of State Aid and Charities of Maryland and a Baltimore business man, discussed "A Layman Looks at Public and Private Agencies." He said public welfare services and private social agencies must work together in taking care of the security programs of the nation—although in many cases this will lead to realignments and readjustments of the traditional services which private community agencies have given.

Mr. Hollander proposed that agencies select board members more carefully, commenting: "Too often we use the measuring stick of wealth as the criterion for selection, and it is a very faulty one. If we must select our board members from bankers and trust officers, we might at any rate apply the same penalties that they face there—double assessment for mismanagement."

Early concepts of foster homes—a development

which suffered from "over-idealization"—are giving way to new and "more realistic ones," Edith L. Lauer, field secretary, Jewish Children's Society, Baltimore, said. She spoke on "The Role of Substitute Parents in the Life of the Emotionally Deprived Child."

"The substitute parent is called on to assume a variety of roles in accordance with the child's social situation," she asserted. "We may speak generally of three categories, mindful of the numerous combinations and permutations contained in each. First, the child without family ties of his own in need of and able to take actual and complete parental affection and protection. Second, the child who requires care because of some break in his normal situation which, though serious, does not affect his own personality so that he cannot accept another home. Third, the child whose emotional deprivations have created conflicts and disturbances to such a degree that he has come to us nicely docketed and labeled—a "problem."

Irene Liggett, assistant secretary, Children's Aid Society of Pennsylvania, urged social workers to "view the problems faced by the foster child through the child's eyes" in her address on "Foster Placement and Its Problems for Child and Agency." She commented: "The science of child placement demands that the workers in a placing agency be able to appreciate the shock inflicted upon the sensitive nature of a child when he realizes that his home connections are permanently broken."

DEALING with case work with adolescents who have run afoul of the law, Herbert D. Williams, superintendent, New York Training School for Boys, East Warwick, N. Y., spoke on "Case Work with Boys in a Training School." He said: "A unifying thread of social adjustment running through the various approaches toward understanding and treating the child constitutes the essential element of case work" and that the social worker, the teacher and the psychologist all should have a share in the work.

Susan Burlingham, case worker, Philadelphia Family Society, followed with a discussion from the point of view of a community case work agency. She declared:

"For many years our approach to the problem (of crime and juvenile delinquency) was entirely sociological and in terms of the influence of the environment. We attributed the cases to economic insecurity, poor living conditions, lack of recreational facilities, undesirable companions and thought that these forces which exerted influence on an individual from without were responsible for his delinquencies. It is only in recent years that we have viewed the situation from another point of view, namely the psychological, in which the forces within the individual himself have had consideration."

Discussing "What is Involved in the Simplicity Treatment," Mrs. Muriel Moorhead, secretary of the Associated Charities of Cleveland, observed, "Effective treatment, whether simple or complex, is best assured by the worker's knowledge of what she is treat-

ing, why she is treating it and in what area she is competent to treat."

"Modern Use of Older Treatment Methods" formed the basis of the address of Margaret W. Millar, case supervisor, Family Welfare Association, Baltimore. She presented an historical discussion of the development of case work techniques.

"It seems to me important," said Miss Millar, "for case workers to think, not in terms of new and old treatment methods, but rather of different kinds of treatment, involving perhaps different skills but existing concurrently with each other and gaining values from each other. Perhaps this is an indication that we are moving now into another phase."

Answering his topic question, "Is a Redefinition of Case Work Necessary for Its Application in Small Towns and Rural Communities?", J. Sheldon Turner, executive secretary, Frederick County Welfare Board, Frederick, Md., replied, "No." He said social case work as now practiced in urban areas is the product of a long development involving a considerable amount of trial and error, and predicted social work in rural communities will have to undergo something of the same development. However, rural case work should be able to profit by much that has been developed in urban agencies and save itself time and error.

Local communities must be awakened to the needs of their children, Miss Mildred Arnold, director, Children's Division, Indiana Department of Public Welfare, said in discussing "The growth of Child Welfare Services in Rural Areas." She added: "Those of us working in these areas are confounded with the fact that in many communities there has apparently been a total unawareness that children, as individuals, exist and that they have certain needs that the community has a responsibility to provide."

THE question of marriage counselling and the contribution of generic case work in this field brought contributions from three speakers—Mrs. Stuart Mudd, counselor, Philadelphia Marriage Counsel; Jeanette Hanford, field work instructor, School of Social Service Administration, University of Chicago, and Helen Leland Witmer, Smith College School for Social Work.

Mrs. Mudd told of the increased demand by young men and young women for pre-marital instruction and how new marriage counsel clinics are opening in various parts of the country and colleges and universities are adding courses dealing with preparation for marriage.

Discussing "Family Case Work with Marital Difficulties," Miss Hanford emphasized "the point of view which we believe must be embodied in any effective case work approach to the problem of marital discord," stating: "We cannot see this problem as a categorical one but must instead see the individuals involved, in all their strivings and conflicts. We will understand that marriage serves some purpose to them and that the conflicts entering around marriage may also have psychological value. In a conflict situation we will see many environmental and cultural forces drawn in and

used to further the fundamental purpose of the personality."

Miss Witmer, discussing both papers, pointed out that there is an organized movement for the development of family consultation services largely outside the field of professional social case work. She said various types of organizations now are providing such service, including nursery schools, maternal health and social hygiene clinics and birth control clinics.

William A. McGrath, United States probation officer, United States District Court, New York City, spoke on "Case Work in an Authoritarian Setting" took issue with what he regarded a general distrust among social case workers of "authority."

Speaking on authoritarian aspects of "Case Work in Protective Agencies," E. Marguerite Gane, executive secretary, Erie County Children's Aid Society, Buffalo, traced historically various codes and laws protecting children.

"Traditions and the application of case work methods to changing types of children's problems may seem irreconcilable," she said. "If, however, we scrap all meaningless categories such as dependent, neglected and delinquent children and forget systems, institutions, set programs and begin each time with an honest study by the best trained case work personnel of what the child needs, regardless of the situation which brings him to our attention, then sincerely attempt to provide it, we shall find that 'authority' takes its place in the scheme of things."

The final program of the case work session introduced two speakers who dealt with the general topic of "Diagnosis—the Dynamic of Effective Treatment." Almena Dawley, chief social worker, Philadelphia Child Guidance Clinic, discussed "Professional Skills Requisite to a Good Intake Service" while Alan D. Finlayson, M. D., psychoanalyst and consulting psychiatrist, Cleveland Associated Charities, spoke on "The Diagnostic Process in Continuing Treatment."

Said Miss Dawley: "Diagnosis in its deepest and most profound sense, in social case work, is an understanding of what is going on directly between the client and me, as a representative of the agency, in this new experience he has sought."

Said Dr. Finlayson: "Psychoanalysis has had a marked effect on the attitude of the case worker toward the client's problem and also on the treatment of the case, sometimes with benefit and sometimes not. In the latter case a fetish has been made, it seems, of nomenclature and technique, with little attempt apparently to comprehend what were the difficulties troubling the client at the moment, or what is the best solution. There is a very definite field for the use of the homely quality called common sense."

THE Social Group Work Section, under the chairmanship of J. E. Sproul, program executive, National Board, Y.M.C.A.'s, New York City, opened its sessions with a discussion of "Problems and Relations of Schools and Leisure Time Agencies in Education and Guidance of Youth and Adults." H. Harry Giles, teacher, University High School, Columbus,

Ohio, spoke of the group work movement. He mentioned agencies.

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Ohio, spoke and criticized our educational system on the grounds that it trains only for individual achievement. He proposed "a unicameral legislature for all agencies of social education."

"It should be the function of this body to meet unceasingly," he said. "It should discuss what work should be done and ways of perfecting old ideas. It should centralize all information. It should occupy itself with perpetual evaluation of facts and be in instant readiness to force the weight of evidence rather than discussion of opinion into determination of every community project."

Miriam H. Dettelbach, assistant executive secretary, Richmond, Va., Council of Social Agencies, discussed "A School Centered Program in Group Work—Report and Appraisal." She told of the success of an educational rehabilitation project now under way in her home city and how a program of vocational training has helped reduce unemployment and delinquency.

Two speakers dealt with aspects of the group leadership problem—Everett W. DuVall, faculty member, School of Social Work, University of Southern California, and Mrs. Grace Loucks Elliott, New York City.

Mr. DuVall discussed a clinic guidance service organized by a group of social agencies dealing with underprivileged Los Angeles boys and girls in an area with a high delinquency rate.

Speaking on "The Importance of Maturity and a Social Philosophy for Group Leaders and Supervisors," Mrs. Elliott traced various developments and modifications in the educational system. Mrs. Elliott declared:

"An adequate social philosophy for today demands not only that individuals and groups become able to think, feel, decide and act for themselves, or in other words develop self-direction, but also that in so doing they become increasingly aware of their inter-relatedness with all their fellows.

"A leader should have a life of her own other than that of the group or groups to which she is related. In terms of parents, this would be a life other than her relationship to her children.

"The leader should have enthusiasms, interests and ideals which may be shared with, but which are not limited to, the groups of which she is a leader and which are not dependent upon the groups' response to them—above all a leader should have goals, standards, ideals which are tested and which function in her own life."

Turning to the question of "The National Agencies' Role in Developing Personnel and Employment Standards," Agnes B. Leahy, executive secretary, Personnel Division, Girl Scouts, Inc., pointed out that in the past year group workers have realized their jobs are not defined and that there has been no integration of theory and practice in training.

She said it is up to the national agencies to clarify the muddled personnel situation in group work "because they have the time and facilities for collecting and disseminating information and because their own local agency's practices are the true indicators of standards."

Charles E. Hendry, associate professor of Sociology, George Williams College, Chicago, in his address on "Cooperation Among Group Workers on a National Scale," stated that "as group work has emerged and become recognized as a basic social function, common to and characteristic of a great variety of agencies and programs, there has been a multiplication of both means and methods of collaboration."

He named four chief forms which this collaboration has taken and gave examples: 1. The council type (National Social Work Council). 2. Conference (National Conference of Social Work). 3. Consultation (Advisory Conference of Professional Leaders of Character-Building Agencies). 4. Continuing and coordinated type of combined local and national inquiry (National Association for the Study of Group Work).

SPEAKING on problems of planning a permanent government program in recreation, Robert M. Heininger, director of Farnum Community House, New Haven, Conn., stressed the point that the present objective of recreation is to prevent the development of social problems rather than gratify the recreational desires of individuals.

In plans for a permanent governmental recreation program, Mr. Heininger said, private agencies have a definite contribution to make. They should take the initiative in setting up programs which will re-emphasize the importance of preventing the causes of social problems, he added.

Hilda W. Smith, supervisor, Workers' Education, WPA, Washington, D. C., spoke on "Developments in Workers' Education Under the Educational Division of the WPA" and foresaw the day when workers' education as promulgated by the WPA will be a permanent educational program. She said 60,000 workers are enrolled in classes giving instruction in topics of every day interest to wage earners, and 1,700 teachers are employed.

Discussing "Workers' Education as Practiced by a National Union," Merlin D. Bishop, educational director of the United Automobile Workers of America, Detroit, said:

"The prolonged depression and intensified mass production system have taught the automobile worker that his chances of getting out of his class are very remote. Consequently, the more alert workers have begun to realize that their present and future depends upon a strong, aggressive and alert labor movement. These new ideas crowding the minds of the workers, to be used constructively, need clarification. Here is where a well planned workers' education program is necessary."

Mr. Bishop said that through education classes, lectures and other methods, members of locals are taught to understand their rights and responsibilities as union members and to the labor movement generally. Social, economic and political problems are discussed.

A session on problems relating to nationality and racial minority groups introduced three speakers: Eugene B. Bowman, general secretary, Y.M.C.A., Mo-

bile, Ala., Miriam R. Ephraim, director of Activities, Y.M. and Y.W.H.A., Pittsburgh, and Ethel R. Clark, organizer, Public Recreation Commission, Cincinnati.

Mr. Bowman told how a health and educational program for Negroes has been developed successfully in his city with the support and help of Negro leaders of Mobile. The movement began in 1934, he said, when a number of colored college graduates proposed the idea to the Y.M.C.A. and worked tirelessly to put the plan across.

Miss Ephraim described an educational experiment undertaken in Englewood, N. J. High school students representing three major "crisis" groups—Orientals, Negroes and Jews—presented cultural programs (using assemblies, classrooms and libraries) in an effort to break down misconceptions and build up positive attitudes of appreciation of the values of differences in American culture. This proved so successful, she said, that it has grown into a continuous program.

Miss Clark told of the development of a play and vocational training program in a wretched slum area of Cincinnati that has succeeded in bringing about improvement in social and cultural aspects of the community. In both the Mobile and Cincinnati experiments Federal relief funds and personnel have been used.

F. L. McReynolds, Extension Department, Purdue University, described the Older Youth Group movement in rural Indiana. He said it is an outgrowth of the 4H Club movement, and is sponsored by the Agricultural Division of Purdue University.

A discussion of "Common Social Objectives of Religion, Education and Social Work" introduced Rabbi James G. Heller of the Isaac M. Wise Temple, Cincinnati, as the next speaker before the Group Work Section. Rabbi Heller said:

"Education, religion and social work are simply three aspects of the one central task, the one central problem: man and his destiny, man as he labors and grows, man as he evolves in insight. Social work is the adjustment of man to the society he creates. Education is the linkage of the generations in their progressive attack upon the perennial problems. And, as succinctly and significantly as it can be put, religion is the realm of social and individual ideals, of those central notions about ourselves and our world, in which as in the air all the rest is suspended."

Homer P. Rainey, director of the American Youth Commission of the American Council on Education, spoke next, outlining the work and plans of his commission. He told of a number of youth studies undertaken by the Commission and of analyses made of studies by other organizations and stated: "It is clear that society's obligations to young people are not being met adequately either by the existing educational system or by the present system of unemployment."

He said the Commission is studying the necessity of building new curricula in the schools and the organization of the educational system to meet modern needs.

At the final session of this section came a report of a special committee which has been investigating recent

community studies in group work agencies in seven cities or areas. Roy Sorenson, assistant general secretary, National Council, Y.M.C.A.'s, Chicago, presented the findings.

It was explained:

"During the last several years a number of community studies have been made which reveal findings about group work in various community agencies. The purpose of this analysis and summary is to discover what we have learned from them."

Among the major findings were:

"Group work agencies are not in a position to give adequate supervision and do not employ trained staffs to do the skillful and intensive work with individuals and small groups which, they claim, is the thing which sets them off from public agencies."

"The bulk of the direct leadership of groups is non-professional and largely volunteer."

"Group work in its essential refinements of purpose and procedure is not yet well developed."

ANOTHER well-knit program was presented by the Community Organization Section. Ellen C. Potter, M. D., medical director of the Department of Institutions and Agencies, Trenton, N. J., served as chairman.

The sessions opened with a discussion of community planning, Eduard C. Lindeman, professor, New York School of Social Work, speaking on "New Patterns of Community Organization."

"Democracy must be revamped, renovated and brought up to date or it will be abandoned here as elsewhere," said Mr. Lindeman.

"Every time our country passes through a crisis there follows a resurgence of community effort, of attempts to organize the community," he observed.

Warning that nothing is so deadly as a completely unified social structure, Mr. Lindeman said there is a struggle now between diversification and unification of life, and that we must preserve that amount of human freedom necessary for human growth. Maintaining that we all struggle for patterns because our experience is characterized by chaos, he said the new community pattern must be one of coordination. Of the three possible types—councils of representative agencies, individual coordinator and coordinating council of laymen and specialists—he favored the third.

Turning to a discussion of state-wide planning of social work, Benjamin E. Youngdahl, director, Division of Coordinated Field Services, State Board of Control, St. Paul, Minn., dealt with "Stabilizing Palliation" and J. O. Wilson, assistant to director, Citizens' Committee on Public Welfare, Madison, Wis., with "The Effectiveness of Citizens' Organizations in State-Wide Social Planning."

"It is one thing to care for human suffering as a palliative now, but it is something quite different to remove the causes of that suffering," said Mr. Youngdahl. "Social work has been holding the dike for years and it must continue to do so until, if not in this generation then later, there will be no need for dikes."

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Social Work must stabilize the palliation that characterizes current welfare programs so that the trend will be toward the ultimate cure which must be economic and beyond the sole power of social work to accomplish."

Mr. Wilson pointed to the unparalleled situation of more citizens ready and eager to play some part in helping to solve problems of human welfare than ever before and attributed it to stimulation of real awareness of social problems through a major economic upheaval.

"Many states are finding use for organized citizen groups who will mirror the thinking of the local community by placing responsibility on such bodies for the study and long range planning so essential to this field today," he said.

Discussing the issues presented by Mr. Youngdahl and Mr. Wilson, Ernest W. Witte, regional representative, Bureau of Public Assistance, Social Security Board, Lincoln, Neb., told of Nebraska's approach to the problem.

"The most logical agency for state-wide social planning would seem to be the state conference of social work," he said. He told how his own state conference promoted a survey of the state's social resources and welfare needs, undertook a drive to build up lay participation in the conference and established a citizens' planning committee—all with highly satisfactory results.

REPRESENTATIVES of three distinct types of organizations presented their views on the general question of mass organization in relation to public welfare planning. Ray Murphy, past national commander of the American Legion, Des Moines, Ia., discussed the question as the Legion sees it; Frank E. Hering, chairman, National Old Age Pension Commission, Fraternal Order of the Eagles, South Bend, Ind., from the viewpoint of a fraternal order, and I. M. Ornburn, secretary-treasurer, Union Label Trades Department, American Federation of Labor, Washington, D. C., detailed organized labor's approach to social welfare.

Pointing out that Legion membership is representative of all walks of life, Mr. Murphy said: "This is healthy mass organization. It represents people and opinions as we find them. It is America in miniature." He explained how, through mass organization, the Legion planned for rehabilitation of disabled veterans and protection of their dependents, and commented:

"In our rehabilitation program we have been justly self-centered in our aim that the disabled man receive the care and consideration that is due him. If we fail to maintain that attitude and policy and service to the disabled veteran, no one else can be expected and no one else will undertake to carry on this wholly necessary service."

Mr. Hering said the Fraternal Order of Eagles was first national organization to sponsor old age pensions and he told how all resources of the organization were used successfully to push through that and other social security measures. He said the Eagles organized

old age pension committees throughout the country, worked to elect legislators favorable to pensions, undertook surveys and used various other means which such a large organization can employ.

Extending the coverage of the Social Security Act to include many classifications of persons not now protected, decreasing the age limit to sixty and increasing the minimum payment to not less than \$30 a month were among the recommendations Mr. Ornburn proposed in his address. In explaining his proposed changes, he said: "Organized labor feels quite strongly that coverage should be extended to everyone who can possibly be reached administratively. The forces which make provision of security desirable and imperative for twenty-five or thirty millions of workers are equally strong in their influence on the remaining workers, such as agricultural labor."

C. M. Bookman, executive vice-chairman, Community Chest, Cincinnati, discussed "A Community Program for Reducing Unemployment and Relief" and told how his city is trying to solve the post-depression problem of unemployment and relief through a comprehensive program of rehabilitation and reemployment for those able to work, and of adequate security for those unable to earn a living.

"Social workers must lead the fight against a new psychology that seems to be gaining favor in some quarters, a psychology that interprets security as meaning government assurance of a living for many on relief in a workless world so far as they are concerned," said Mr. Bookman. "I believe we can accept as a sound position to hold that they are anxious that everyone needing relief secures it in decent and adequate amount, but they are determined that as few persons as possible shall need relief in any form. The security people really want is the security of a permanent job at a sufficient wage to permit a decent standard of living."

DISCUSSING Mr. Bookman's paper, Ben M. Selekmán, executive director, Jewish Philanthropies, Boston, drew a parallel between the Cincinnati plan for reducing unemployment and relief and a similar undertaking in Great Britain, begun almost thirty years ago. Mr. Selekmán commented that the constant creation of new jobs remains the primary challenge of any re-employment program. None of the usual devices create new jobs, he said, but merely better adjust labor to existing ones; it is new jobs that are needed for the long-time unemployed.

R. K. Atkinson, educational director, Boys' Clubs of America, discussed problems of a local community in an attempt to arrive at a sound social plan, dealing with his own local residential community of 16,000 persons. He said a sound program of social planning must take into consideration the importance of the local community.

A discussion of the county as a unit for coordinate planning and service in public and private social work concluded the deliberations of the Community Organization Section.

Arlien Johnson, associate director, Graduate Depart-

ment of Social Work, University of Washington, Seattle, discussed the question from the point of view of public officials. She said: "Under the stimulation of Federal emergency relief measures, and since 1935 under the Federal grants-in-aid of the Social Security Act, certain states are leading the way toward state-supervised and state-aided programs of public welfare with the county as the preferred unit for administration and service. In the future it is probable, therefore, that social welfare planning as well will have to be adapted to this expanding function of state and county governments."

Dealing with the question from the point of view of private agencies, Pierce Atwater, executive secretary, Community Chest, St. Paul, said: "Successful social planning for the future must have its roots in local soil, be built around local needs and spring out of the consciousness of a local citizenship."

Arthur Dunham, professor of Community Organization, Institute of Public and Social Administration, University of Michigan, discussing both papers, declared that for more effective planning, the number of counties in the United States (3,000) should be materially reduced. He enumerated four "propositions for discussion and for our further thinking" as: "1. Effective planning depends upon the union of professional social workers and informed citizens. 2. We must develop a thinking citizen constituency for public welfare and private social work. 3. We must analyze our methods and processes and build an adequate professional literature in this field. 4. We must modernize our welfare planning machinery."

A program emphasizing the problems of workers in modern industrial society and possible solutions of these problems occupied the attention of the Social Action Section. Mary Anderson, director, Women's Bureau, United States Department of Labor, served as chairman of the section.

A paper by George M. Harrison, grand president, Brotherhood of Railway and Steamship Clerks, Cincinnati, and read for him in his absence, opened the sessions. Dealing with "Technological Unemployment as Seen Through the Eyes of a Railroad Labor Man," Mr. Harrison stated:

"Unless at an early date we undertake rational control of our industrial machinery, with labor playing a prominent part in that control, the disruption of employment opportunities in recent years may assume a momentum that will bring disaster to industry and mass poverty to our population."

He said: "The position American labor takes today with respect to technological progress is that technological improvement is social; that technological progress of today is the heritage of slow social advance through the ages."

Nels Anderson, director of the Section of Labor Relations, WPA, Washington, D. C., raised the question whether workers should be geared to jobs or jobs geared to workers and insisted that the latter must prevail. He continued:

"Are we to assume that jobs exist if only the workers

can be persuaded or coerced or adjusted to take them? I am afraid that such a conception lingers too frequently in the subconscious of social work thinking, as it does in the conscious thinking of industrial leaders. If that is true, we may be startled some of these days to discover that there has already been too much of gearing the workers to jobs. Moreover, the same processes that have operated to gear them into jobs have also served to gear them out."

Describing the Federal Resettlement program as an attack on poverty and an effort to increase the buying power of at least one-third of the farm families in the United States, Walter E. Packard, assistant director of the Resettlement Division of the Resettlement Administration, Washington, D. C., said the government already has aided 400,000 distressed farmers, has helped reduce private farm debts by over \$44,000,000 and is prepared to spend millions more for rehabilitation work. He discussed the purposes and accomplishments of the Resettlement Administration.

Rudolf F. Bertram, personnel associate, Labor Relations Section, Tennessee Valley Authority, Knoxville, Tenn., discussed possibilities of developing a combined unemployment insurance-emergency work program as a part solution of the problems of involuntary unemployment. Mr. Bertram said he believed unemployment insurance is here to stay, but that it will be necessary to expand its scope with regard both to the number of workers covered and the period of coverage.

Under a discussion dealing with planning for the security of the American worker, R. C. Atkinson, member, Research Staff, Committee on Public Administration, Social Science Research Council, Washington, D. C., spoke on the relation of the public employment service to the administration of unemployment compensation. He pointed out that unemployment benefits are not intended for those who are unwilling to work or who have voluntarily withdrawn from the labor market and stated:

"Some method must be provided to protect the reserve fund from both the shirker who might be content to exist on benefits and from the individual who has in reality retired from unemployment." He suggested that benefits be paid through public employment offices and that work tests be applied.

MARY VAN KLEECK, director, Division of Industrial Studies, Russell Sage Foundation, and T. Arnold Hill, director, department of Industrial Relations, National Urban League, discussed problems of organized labor and modern industrial society.

Taking up the specific question, "The Social Programs of Economic and Political Organizations of Labor," Miss van Kleeck said:

"The social program of the new labor movement remains to be developed, yet already it may be said that because of the new life in trade unions the total governmental program of social work is receiving vigorous reinforcement. Because labor is organizing so rapidly in the spirit of solidarity which industrial unionism generates, legislators, governmental administrations and even the Supreme Court are listening to

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the demands, which are also the concern of social work.

"These include the extension of the Social Security Law, adequate relief and, supported by the Federal government, and the initiation of a genuine housing program for low-income groups and the protection of basic civil liberties."

Dealing with "Social Significance to Minority Groups of Recent Labor Developments," Mr. Hill upheld the right of Negroes to "organize and participate in formidable and determined effort to corral their numbers in defense of their economic rights" and said there is no other technique they can employ effectively.

"The chief social achievement that has come out of recent labor developments had been the Negro's willingness to organize and advance his own cause," he said.

In an address on "Violations of Civil Liberties in Labor Disputes," Heber Blankenhorn, economist on the staff of the National Labor Relations Board, Washington, D. C., asserted that violence and corruption are essential tactics in the war of "big business" against labor organizations, and that the "evolution of labor unionism is a history of laggard adaptations to the habits of capital." Mr. Blankenhorn quoted extensively from the report of the Senate subcommittee headed by Senator LaFollette to investigate violation of civil liberties, revealing brutal tactics employed by industry against labor.

Edwin S. Smith, member of the National Labor Relations Board, urged in a discussion of "The Labor Relations Board and Labor Disputes" that the Federal and state governments keep legislative hands off of organized labor's right to strike. He proposed they turn their attentions instead toward encouraging and protecting the unionization of labor.

"Legislative proposals which look to governmental investigation before a strike may be called, serve to deflate the threat of strike and by so much weaken labor's bargaining power," he declared. "Labor is likely to suffer by such legislation."

Miss van Kleeck stepped in at almost the last minute as speaker at the final Social Action meeting when Secretary of Labor Perkins sent word she would be unable to keep her speaking engagement. Miss van Kleeck discussed "What the International Labor Office May Mean to American Labor," stating:

"The International Labor office offers to American Labor and also to American business the opportunity to establish through international agreement the basic standards of hours, wages and working conditions below which no country adhering to the agreement would compete in the world market."

THE youngest member of the Conference section family, the Public Welfare Administration Section which was organized the past year, made an auspicious beginning with a program generally—and generously—applauded. Grace Abbott, professor of Public Welfare Administration, University of Chicago, served as chairman.

Its initial meeting dealt with the problem of making civil service effective in public welfare administration.

Three speakers participated—R. W. Bunch, director, Bureau of Personnel, Indiana State Department of Public Welfare, Indianapolis; Lewis Meriam, staff member, Brookings Institution for Government Research, Washington, D. C., and Agnes Van Driel, chief, Educational Division, Bureau of Public Assistance, Social Security Board, Washington.

Points urged at the session included stricter requirements for hiring social workers, in-service training and abandonment of all vestige of political appointments.

Mr. Bunch outlined how these precepts are being applied in Indiana. He explained the system now in operation of examination, probation and service ratings for all employees, pointing out that it is not a civil service but a personnel program. He said: "Our biggest problem is the development of service after the employee is on the job."

Asserting no one has been able to discover a method for testing skills in human relationships and basic attitudes toward life and work, Mr. Meriam said the best plan is to admit to tests only those already demonstrating the possession of such qualities. Civil service examinations for social workers should be drafted by experienced social workers, he said, and should be taken only by persons with practical experience in a recognized social agency.

For those already on the staffs of public welfare agencies, whether by political appointment or other means, in-service training was recommended by Miss Van Driel. In-service training should not be restricted to any individual or groups on a staff, she said, for that encourages friction between groups and those forced to enroll would consider themselves penalized.

Standards and methods of administration of Federal and state grants-in-aid were probed at the next session. Speakers included: Katharine F. Lenroot, chief of the Children's Bureau, United States Department of Labor; Jane M. Hoey, director, Bureau of Public Assistance, Social Security Board; William Haber, state relief administrator, State Emergency Relief Commission, Lansing, Mich., and James Brunot, regional representative, Social Security Board, Cleveland.

The system of Federal grants-in-aid to the states under the Social Security Act, properly administered, "may prove to be one of the most important and effective devices in the entire field of Government operating in a territory as far-flung and diversified as that of the United States," said Miss Lenroot.

"The question of personnel is, of course, the crux of good state and local administration," she asserted.

Miss Hoey expressed a plea for an interrelated, co-operative program, declaring the function of Federal authorities is in supplying a satisfactory framework; otherwise the state is handicapped in developing its program.

"The state must take the initiative," she said. "The Federal government does not undertake to force the states to adopt the various welfare programs. There must be a state plan for each category of assistance."

Mr. Haber declared: "State relief administrators are on the spot because all of the shortcomings of the Fed-

eral works program are blamed on them."

Pointing out that it would have been more simple for states if the Social Security Act had imposed personnel standards, he said it is dangerous to be too flexible in regulations for the selection of personnel. "There is a local feeling toward imported social workers," he added, "and the merit system fails to recognize the differences in the problems in small and large communities."

Mr. Brunot, discussing the hiring and holding of competent workers in rural communities, suggested increasing the responsibility and professional contacts of the rural worker.

He pointed out that with the establishment of permanent welfare programs in many states being entrusted to coordinated county welfare units, new activities are being formulated. "In a very important sense," he said, "the future course of this whole development is largely in the hands of social workers in rural communities."

THREE speakers participated in discussions relating to new categories as steps toward security. R. Clyde White, professor of Social Economics, School of Social Administration, University of Chicago, spoke on Invalidity Assistance and Insurance in the United States; Joanna C. Colcord, director, Charity Organization Department, Russell Sage Foundation, on "Necessary Supplements to Unemployment Insurance," and Zoe L. Puxley of the British Ministry of Health, London, Eng., on "British Experience with Unemployment Assistance as a Supplement to Unemployment Insurance."

Pointing out that "about 26,000,000 workers" in this country are covered by old age benefits of the Social Security Act and that many occupations are specifically denied protection under the law, Professor White proposed amendments to the Act to cover also widows, persons permanently unable to work because of physical or mental deficiencies and "as many of the excluded categories of workers as possible."

Declaring the United States must accept mass unemployment as a permanent condition, Miss Colcord proposed a three-point program that "might really come to pass" to care for the nation's unemployed. Calling her proposals "lines of defense," she suggested:

1. "A combination of health insurance with liberalized system of unemployment insurance."
2. "A work program to be headed up in a Federal Department of Public Works, which should have funds to distribute on a grants-in-aid basis to states and through them to localities."
3. "A Federally-supervised and Federally-subsidized system of public welfare" which, she said would provide relief on a budgeted basis according to the needs of the individual or his family.

Miss Puxley told how as a result of years of building and experimenting, a three-point assistance program has been evolved in Britain. These cover: 1. Unemployment insurance (protecting 13,000,000 unemployed persons). 2. Unemployment assistance for those falling out of benefit or unable to obtain employment

(1,000,000). 3. Public assistance or relief—the last line of defense—providing also for widows, aged unable to live on pensions, those needing institutional aid and children.

"The extensive welfare programs developed in this nation have forced states and local governments into a more careful consideration of the whole tax structure," said Pierce Atwater, executive secretary, Community Chest, St. Paul, in an address entitled "The Dilemma of the State."

"Today states and local governments are faced with a serious dilemma." He named a number of contributing problems, including: "A new source of tax support for welfare measures. What established governmental enterprises, thought to be essential, can be curtailed? The degree of financial and administrative responsibility for welfare measures on the part of Federal, state and local governments. How to place heavy welfare costs on a current tax basis which have to the present time been met through borrowing. How to devise new methods of taxation. How to increase old methods of taxation. How to pay the increased costs of government through taxing the people most able to pay. How to prevent hopeless conflict between the taxable resources of the various levels of government and unify their tax operations."

WITHOUT endeavoring to present a solution, J. Roy Blough, associate professor of Economics, University of Cincinnati discussed the economic aspects of three problems of policy in financing public assistance: 1. How much public assistance can we afford? 2. How should the financial burden of public assistance be divided among the Federal government, the state governments and local units of government including counties, municipalities and townships? 3. When the Federal government or the state contribute to relief financing through grants-in-aid, should the grants be of the fixed percentage or the variable percentage type?

John A. Kingsbury, associate fellow, New York Academy of Medicine, and Bower Aly, assistant professor, University of Missouri, participated in a discussion on public welfare and health: a national program. Speaking on "Health Insurance," Mr. Kingsbury stated:

"One of the greatest needs of the nation today is a comprehensive national health program.

"A comprehensive national health program should be designed not only to protect all the people from contagious disease, to promote their health and vitality, to give special protection to mothers and children, but also to furnish protection against wage-loss and to make good medical service available to all the people. Our health services have grown up without plan or design. It is time that this was reduced to order and the glaring deficiencies were made good."

He charged the American Medical Association with using tactics of "other big business organizations" in attempting to keep compulsory health insurance out of the Social Security Act.

Mr. Aly urged the promotion of child health at

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public expense rather than through public health insurance, voluntary health insurance or any similar measure.

Claiming that America is suffering from both under-production and under-consumption of medical services, he said: "We have physicians whose services are not used, hospitals whose beds are not taken, laboratories which remain idle." He suggested that the long range, fundamental solution of the problem of medical care should be found in an extension of such subsidies to medicine as now prevail generally in education.

In a discussion of institutions for mental disease, Raymond W. Waggoner, director of the Michigan State Psychopathic Hospital, Ann Arbor, said the public must be educated to feel that one should be no more ashamed of mental disease than of appendicitis or pneumonia. "Mental disease simply represents a situation in which the individual is unable to carry on without assistance, just as is a patient with appendicitis unable to carry on further until he has received adequate and proper treatment," he asserted.

The final public Welfare Administration session concerned public-private relationship. In his address on "Public Funds in Public Hands," Kenneth L. M. Pray, secretary, Pennsylvania Committee on Public Assistance and Relief, Philadelphia, said:

"One of the most significant evidences of a really new day in social work in America is the fact that social workers are finding it necessary to turn their serious attention to the somewhat prosy and disagreeable problems of public finance." He continued:

"Private agencies, faced with unparalleled expansion of public social services, are challenged as never before to justify their existence and are pressed and harassed in their efforts to find means to sustain their activities."

Speaking on "Cooperation or Obstruction in Determining Fields of Activity," H. Ida Curry, superintendent, State Charities Aid Association, New York City, recommended coordination of activities of public and private agencies to eliminate any rivalry. Pointing out that both public and private agencies are desirable, Miss Curry said: "A complete understanding of the particular community to be served, its resources and its needs, is essential as the basis of any cooperative consideration of the position of each agency in relation to an inclusive welfare program."

FIELDS which in the main were untouched by the five Conference sections were explored by the seven special committees which held sessions throughout Conference week.

The Committee on the Care of the Aged organized its program under the chairmanship of Robert T. Lansdale of the Committee on Public Administration, Social Science Research Council, Washington, D. C. Its first session dealt with "Recent British Experience in Non-Contributory Pensions for the Aged" with Miss Zoe L. Puxley making her second appearance before a Conference audience.

Miss Puxley said non-contributory pensions and pensions for the blind in Great Britain are paid entirely from the national exchequer and are centrally admin-

istered through the Board of Customs and Excise and their local offices.

Wide variation in methods of administration of old age assistance in the United States was described by Elizabeth Long in an address on "Old Age Assistance Administration: Varieties of Practice in the United States." Miss Long is a staff member of the Committee on Public Administration, Social Science Research Council, Washington, D. C.

Even the names by which it is known vary from state to state, as do the agencies that administer it, Miss Long said. The program is financed as variously—from general taxes, poll, sales, excise and other forms, she pointed out.

Five speakers participated in a program considering broader concepts of programs for the care of the aged.

Mary Raymond, assistant director, Department of Public Welfare, New Orleans, told of the development of the Department of Public Welfare in her city since 1934, and how it maintains a program of general public assistance.

The Rev. John J. Donovan, assistant director, Catholic Charities of the Archdiocese of New York, discussed new relationships established through the old age assistance laws of many states under which the state may make grants to individuals living in private homes for the aged.

Charles F. Ernst, director, Washington State Department of Public Welfare, in a paper read for him in his absence, maintained that there are certain characteristics of old age which no legislation and no cash grant can alleviate and submitted a plan in operation in his state for use of volunteer workers to supplement governmental activities in that field.

Gladys Fisher, administrative officer, Department of Social Welfare of the State of New York, speaking on care of the aged in Westchester County, New York, said every recipient of public aid past 70 years of age in that county suffers from hardening of the arteries. Discussing the experience of the county over a six-year period in giving medical care to the aged, she said early investigation indicated that adequate medical treatment is seriously needed in many cases.

Ollie Randall, Association for the Improvement of the Condition of the Poor, New York City, discussed methods of meeting discouragements of elderly people and said it is necessary to keep them occupied with constructive work such as workshop activity.

The Committee on Public Health, under the chairmanship of Martha M. Eliot, M. D., assistant chief, United States Children's Bureau, studied the expanding program of public health and of medical care in its two sessions.

E. L. Bishop, M. D., director of Health, Tennessee Valley Authority, Knoxville, in a discussion of "The Integration of Social Objectives," pointed out how the trend of the study of medicine is away from inquiry into the specific infection and toward a study of the factors contributing to prevalence of the disease.

"We must recognize by deed as well as by words the fundamental facts that the home is the unit of all

social, economic and cultural development and that the individual citizen is the unit of life itself," he stated. "More and more must we analyze the interplay of all forces having to do with the national welfare, in order that the strategy of attack may be a continuing effort for the achievement of a complete objective."

"In the public health field, as in many other aspects of national welfare, there is a greater opportunity for specific advance in many categories of service than at any time in history—opportunities which arise from two principal causes; namely, an increasing knowledge of protective measures and an increasing public appreciation of both the need and effectiveness of community effort for public health service."

A discussion of the control of syphilis from the viewpoint of medical social service brought forth this statement from Mildred E. Hearsey, headworker, Dermatology Division, Social Service Department, Presbyterian Hospital, New York City:

"Medical care of syphilis patients has been hampered by the prohibitive cost of treatment by private physicians and 'pay clinics' or by the harassing requests of dispensaries for small fees over a long period of time."

"The extension of free facilities will help greatly. To this free service has been accredited the success of the control of syphilis in the Scandinavian countries."

Faith M. Williams, chief, Cost of Living Division, United States Bureau of Labor Statistics, reported on diet and family income studies in New York and other cities indicating that families on the marginal income levels are finding it increasingly difficult to provide sufficient nutritious foods.

"It seems clear that this great majority of urban families will welcome nutrition education which will assist them in providing their families with low cost, but adequate diets," she said. "But it also seems clear that some form of consumer subsidy is needed if children and the adults in the marginal income groups are not to suffer that most serious form of hunger, the hunger of malnutrition."

DISCUSSING "Medical Care under the FERA," Josephine C. Brown, administrative assistant, WPA, Washington, D. C., revealed that more than one-fifth of the persons employed on relief projects have serious physical or mental disabilities.

"These people have no reserve," she said. "Medical service, preventive and curative, is essential if they are to continue to be self-supporting. Their security wages are taxed to the utmost in providing food, clothing and shelter, leaving nothing for even emergency medical and dental services."

Speaking on "Medical Care Problems of the Resettlement Administration," R. C. Williams, M. D., medical director, Resettlement Administration, Washington, D. C., said:

"From a medical standpoint there are, broadly speaking, two principal problems confronting the Resettlement Administration. The first is that of medical

care for the destitute, drought-stricken or low-income farmers who are to be rehabilitated. The second relates to the sanitation of those groups who have been relocated, either in small community projects or on individual farms. The matter of medical care is the dominant problem."

He told how in some of the most stricken farm areas, the Administration has obtained the cooperation of state medical associations under which physicians provide service and medicine at fees the clients are able to pay; frequently the fees being financed by the Resettlement Administration.

Robert C. Hood, M. D., director, Crippled Children's Division, United States Children's Bureau, spoke on "Medical Care for Crippled Children." He explained provisions of the Social Security Act relating to crippled children, observing: "This is the first program of medical care based on the principle of Federal grants-in-aid to the states and in cooperation with professional and other groups and organization having closely related interests. A well rounded and forward looking program of medical care for crippled children has both a health purpose and a social purpose. It includes services leading not only to the correction and prevention of crippling conditions but also to a satisfying social adjustment for the physically handicapped person."

H. W. Hopkirk, superintendent, Albany Home for Children, Albany N. Y., served as chairman of the Committee on Social Aspects of Children's Institutions which opened its sessions with a discussion of "Mental Health Needs in Children's Institutions." Sybil Foster, field secretary, Child Welfare League of America, New York City addressed the session. She said:

"The concepts drawn from the field of mental hygiene and from case work have been the two largest factors contributing to the growth and development of institutions for children." She pointed out that because children need affectionate treatment it is necessary to see that the persons surrounding them have the quality of understanding affection. It is necessary also to build up self-esteem in the child, she added.

Any institution accepting dependent children for care obligates itself to provide essential services, the lack of which in the child's own home resulted in the need of foster care, Isabel M. Devine, field representative, Bureau of Public Assistance, Social Security Board, Washington, D. C., said. She spoke on "Problems in Institutional Care of Children."

Criticizing the type of institution which contents itself with supplying the basic needs for food and clothing and ignores every factor other than reduction in per capita costs, Miss Devine said: "Where an institution admits children about whose physical, intellectual and social needs it has little if any initial knowledge, and makes no provision for obtaining and using such knowledge after admission, that institution is not likely to provide services which will solve in any satisfactory manner the basic needs and problems of these children."

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standing of life and of his part in it as possible is the objective of the modern institution for the care of children, said Helen A. Day, superintendent of the Sheltering Arms Home for Children, New York City. Since the majority of these children return to their own homes when leaving institutions family ties should be kept alive, she asserted. Miss Day spoke on "The Evaluation of a Child's Progress in an Institution."

THE Committee on Social Aspects of Public Housing opened its deliberations with a discussion of "Housing Conditions of Low Income Families in the United States in 1937." Joel D. Hunter, general superintendent, United Charities of Chicago, was chairman of the committee.

B. Charney Vladeck, member, New York City Housing Authority made the ominous forecast that all of our cities will face bankruptcy within the next ten or fifteen years if the blight of bad housing is not stopped. "Slums have become a great danger to the financial solvency of our municipalities," he said. "As areas become blighted, as the buildings decay and become obsolescent, as the home environment for the young becomes less and less attractive, the municipal government is compelled to spend large amounts of money on protection of life and property and on the prevention and cure of crime and delinquency."

Mr. Hunter served as discussion leader for a panel which dealt with "Social Workers, Social Agencies and Housing." In the discussion, one of the participants, Jean Coman, associate management supervisor, Management Branch, Housing Division, WPA, Washington, D. C., declared: "The management of a public housing project functions in a broad sense as a social agency because the project is built to meet a human social need. The manager of a housing project should be a member of the council of social agencies or whatever coordinating body exists in a community."

A remarkably well coordinated and informative program was presented by the Committee on Social Treatment of the Adult Offender, organized by the chairman, Sanford Bates, executive director, Boys' Clubs of America, with the able assistance of Edgar M. Gerlach, supervisor of Social Service, Federal Bureau of Prisons, Washington, D. C., vice-chairman.

First came three basic papers on the adult offender presented by Nina Kinsella, executive assistant to the director, Federal Bureau of Prisons; Maurice N. Winslow, superintendent, State Prison Colony, Norfolk, Mass., and Winthrop D. Lane, director, Division of Parole, Department of Institutions and Agencies, Trenton, N. J. Following these were a series of group discussions on points raised in the basic papers, after which a summary of the discussions was presented at a special session.

The county jail system in the United States is costly and inefficient and should be abolished, declared Miss Kinsella in her address on "The Arrested Offender."

"Over three thousand small county units, each jealous of its powers, and with few exceptions indifferent with regard to its responsibilities, are entrusted with the care and custody of the largest number of offenders

taken into custody in the country," Miss Kinsella said. There are just as many systems as there are jails; in fact, most of them lack any semblance of a system."

She cited the fee system, which assures the sheriff a per diem for every prisoner held in his jail, as one of the greatest evils of the system.

Dealing with "The Incarcerated Offender," Mr. Winslow pointed out that if the modern prison is to succeed in making useful citizens out of erring ones, it must turn the institution into "as normal a community as possible" and promote self-government among the prisoners. Moreover, he added, prison authorities must devote increasing attention to gathering complete case records of every inmate so individual treatment can be given as needed. Trained social workers, psychologists and psychiatrists should be employed to investigate the prisoner's past activities and family, social and financial connections.

Mr. Lane, discussing "The Paroled Offender," said: "Legislatures or courts cannot perform the functions of parole authority and should have nothing to do with determining when a person shall come out of prison."

Severely criticising present release procedures and provisions for supervising paroled prisoners, Mr. Lane asserted: "There are too few jurisdictions in which the administration of parole really does set up a satisfactory way to determine how long a person shall stay in prison, and a satisfactory means to supervise him afterwards. The power to release is lodged in unsuitable agencies, such as the governor, pardon boards or courts and boards already established with too many duties to perform."

MANY constructive conclusions came from the reports of the group discussions.

Lloyd N. Yepsen, director, Division of Classification, Department of Institutions and Agencies, Trenton, N. J., reporting on "Can Jails be Made a Factor in Treatment?" said his group determined:

"Social treatment of both convicted offenders and those awaiting trial, as well as those held as witnesses, must be undertaken. Social treatment will mean the abolishment of the jail and the substitution of state-controlled regional detention places. Immediate study following arrest would make it possible to release many now confined in jails awaiting trial; many of these are minor offenders or otherwise eligible for release."

Charles L. Chute, executive director, National Probation Association, reporting on the group discussion, "Selecting Offenders for Probation," said: "Very few general rules can be laid down. The best probation laws impose no limitations on the use of probation with respect to the character of the offense, number of previous offenses, etc., leaving the granting of probation to the good judgment of the court, advised and informed by the probation officer."

Donald T. Griffin, director of Classification, Division of Correction, Indianapolis State Department of Public Welfare, reporting on "The Staff Approach in Institutional Treatment," said: "There are institutions which . . . carry on the work of classification through

a classification committee which consists of the principal department heads of the institution as well as of specialists representing various professional fields. This may be termed the staff approach to institutional treatment as contrasted with the case work unit approach. The value of the classification committee or staff approach is that it utilizes the staff and all the staff. It is an integral part of the work of the institution."

Mr. Gerlach reporting on the group discussion which dealt with "The Place of the Social Worker in a Penal or Correctional Institution," asserted: "There was unanimous agreement that there is need for a social work, social service or case work unit, by whatever name it may be known, in penal and correctional institutions. A trained social worker is best equipped by education and experience to gather, both from the inmate in question and outside sources, the information necessary for adequate and accurate social data."

Wayne L. Morse, administrative director, Attorney General's Survey of Release Procedures, Washington, D. C., reporting on the group discussion which studied "Preparation for Parole and Supervision of Parolees," said that among the conclusions were:

"The parole officer should withdraw from the personal affairs of the parolee at the earliest opportunity. If preparation for parole in regard to the family and the community situation is to be done by the local case work agency, better referral data should be afforded the case work agency by the institution than is at present afforded in many cases."

Paul L. Schroeder, M. D., director, Institute for Juvenile Research, Chicago, reporting on the "Parole Section" group, said: "There was unanimous agreement that parole should be available to all persons committed to the prison. To bring this about it is evident that the indeterminate sentence law should operate for all persons sent to prison."

The Committee on Special Relief Problems, organized by Joanna C. Colcord, chairman, considered "Care of Resident Homeless" at its first session.

"Care of the homeless, both resident and transient, remains the most unsolved, nerve wracking, intricate and tantalizing problem of all welfare administration and the one least marked by a consistent public policy," asserted Robert S. Wilson, staff association, National Association for Travelers Aid and Transient Service, New York City. He said the number of unattached persons receiving relief has been much larger than is generally realized.

Discussing "Progress and Prospects under the Social Security Act," Arthur J. Altmeyer, chairman of the Social Security Board, regarded the Supreme Court decisions on the Act "most gratifying" but added that "the real job of providing social security for the people of this country still remains to be done."

"The issue of competent personnel is second to none," he continued. "The Board has stood definitely for appointment upon an objective merit basis both in recruiting its own staff and in making recommendations to the states."

He said the Board is studying the Act, considering such changes as may be found advisable, but com-

mented: "It is sound policy to make haste slowly." He declared: "The Board does definitely favor the liberalization of existing provisions in so far as our present experience and present circumstances seem to warrant. And with this purpose in view it has been studying the possibility of certain modification relating to both taxation and coverage."

SOCIAL work is measurable; social work costs money. These two facts underlie the need for adequate statistics and accounting in the planning and administration of social work programs."

That program introduction to the Committee on Statistics and Accounting in Social Work indicates the ground covered during the committee's two days of sessions. The program was organized under the chairmanship of C. Rufus Rorem, director, committee on Hospital Service, American Hospital Association, Chicago. Mr. Rorem also was the first speaker, presenting an address on "Social Work Accounting—Tool or Torment."

He urged social workers of all degrees of responsibility to acquire some understanding of accounting methods in order to increase their efficiency. He suggested that some responsible group in the field of social work should establish uniform accounts and definitions for use in the administration of social agencies and social work programs.

Harry Greenstein, executive director, Associated Jewish Charities of Baltimore, spoke on "Administrative Uses of Statistical Data" and said: "A good statistical department can be a tremendous asset and a real resource to the administrator. It can help him in guiding the direction of the program. It can serve to develop administrative controls in the operation of his organization. It can be of value in the interpretation of the program."

In a subsequent discussion, Emil Frankel, director, Division of Statistics and Research, State Department of Institutions and Agencies, Trenton, N. J., commented: "There is a growing recognition that adequate social statistics and a comprehensive research program are basic to an understanding of the social problems of the state and for planning for constructive social action."

Speaking on "Private Agency Budgets," Edward D. Lynde, executive secretary, Welfare Federation of Cleveland, urged a scientific approach to budget making for social agencies as opposed to the present method, determined by the "strongest personality or the loudest voice."

Fred R. Johnson, general secretary, Michigan Children's Aid Society, Detroit, discussing "Some Problems of Accounting and Statistics in Public Welfare," asserted that poor accounting methods breed inefficiency in public agency operation. He presented illustrations based on an analysis recently made of county organization throughout the country.

Henry Bauling, budget secretary, Jewish Charities of Chicago, spoke on "Using the Budget" and stated that the most important value of budgets and budget comparisons is in educating executives and board members.

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